

REPORT OF GENERAL PURPOSES AND LICENSING COMMITTEE

(Meeting held on 9 June 2017)

1. PROPOSED CHANGES TO PAY BANDS 1 - 4 (MINUTE NO. 7)

In recognising the valuable contribution that employees make to the work of the Council, a review of the lowest pay bands has been undertaken. As a result a minimum hourly rate of £8.00 per hour to be implemented at the earliest opportunity is recommended. This is 0.50p higher than the national minimum wage of £7.50 for over 25s.

The proposed new bands will be introduced on a phased basis, starting on 1 July 2017 with full implementation by 1 April 2018. Transitional arrangements are proposed to ensure no individual is any worse off. Any anomalies will be avoided by payment of a lump sum from 1 July 2017 to compensate for this situation.

The full year cost of the proposals will be £181,000. Provision of £60,000 has been made in the 2017/18 budget, meaning an additional £25,000 will be required in the current year. The medium term financial plan 2018/19 has provision for £100,000 so an additional £81,000 will be required in that year's budget.

The Employee Engagement Panel at their meeting on 1 June 2017 welcomed the proposal.

RECOMMENDED:

- (a) ***That the proposed new pay bands 1 – 4 attached as Appendix 1 to this report be approved and implemented on a phased basis; and***
- (b) ***That additional expenditure of £25,000 be authorised in the current financial year and that additional provision of £81,000 be made in the Medium Term Financial Plan 2018/19 for this purpose.***

**CLLR S J CLARKE
CHAIRMAN**

Attachment: Appendix 1